



**Monday, September 14, 2020
5:30 PM
Civic Center Theater**

CITY COUNCIL STUDY SESSION AGENDA

Pursuant to Phase 4 of Governor Pritzker's Executive Order, a maximum of 50 people will be allowed in the Civic Center Theater. An in-person meeting of all members of the City Council of the City of Decatur as well as in-person meetings of all members of other Boards and Commissions of the City of Decatur is not practical or prudent because of the COVID-19 pandemic.

I. Call to Order

1. Roll Call
2. Pledge of Allegiance

II. Study Session: Study Sessions are less formal meetings of the City Council called to discuss broad policy themes and obtain input from the governing body about proposals and initiatives that are still being developed. No formal votes are taken at Study Sessions, and no informal directions expressed at Study Sessions bind the City Council, or its individual members, to vote in a certain manner at a future City Council meeting. The Mayor will accept public comments at different times on the agenda topics below as council and staff discussions proceed. Members of the public should limit their remarks to three (3) minutes, unless granted additional time by the council.

Decatur Police Department Training, Recruitment, Tactics, Transparency and Service to Citizens

III. Appearance of Citizens

Policy relative to Appearance of Citizens:

A 30-minute time period is provided for citizens to appear and express their views before the City Council. Each citizen speaking will be limited to one appearance of up to 3 minutes. No immediate response will be given by City Council or City staff members. Citizens are to give their documents (if any) to the Police Officer for distribution to the Council. When the Mayor determines that all persons wishing to speak in accordance with this policy have done so, members of the City Council and key staff may make comments.

IV. Adjournment

Police Department

DATE: 9/14/2020

MEMO:

TO: The Honorable, Mayor Julie Moore Wolfe
City Council Members

FROM: Scot Wrighton, City Manager
James E. Getz Jr, Chief of Police

SUBJECT: Police Department Study Session

STAFF REFERENCE: Scot Wrighton, City Manager James E. Getz Jr., Chief of Police

ATTACHMENTS:

Description	Type
Council Memo	Cover Memo
21st Century Policing Introduction	Backup Material
News Article 2016 Law on Police Reform	Backup Material
Budget and Performance Outcomes	Backup Material
Police Department Division Summary	Backup Material
Community Engagement Summary	Backup Material
Article on Increased Gun Violence	Backup Material

DATE: 09/10/2020

TO: Mayor Julie Moore-Wolfe & City Council Members

FROM: Scot Wrighton, City Manager
James E. Getz Jr., Chief of Police

SUBJECT: Decatur Police Department Training, Recruitment, Tactics,
Transparency and Service to Citizens

The Decatur Police Department has been engaged in efforts to modernize its training and leadership methods, make its community outreach more robust, and generally improve its overall service delivery to citizens for many years. For modern and well-managed police departments, this is an ongoing and never-ending continuous improvement process. Certainly this is how the Decatur Police Department has approached the modernization of its department. More recently, police brutality incidents in Minneapolis and other American cities have placed on a spotlight on the means and methods deployed by local police departments to provide basic security services to their citizens in ways that are compatible with the country's motto of "equal justice under the law." In light of this nationwide discussion, this memo and the September 14 study session serves to: 1) update the City Council and the population of Decatur at-large on what measures the Decatur Police has taken in the past to modernize the department; 2) what measures and strategies the Decatur Police Department plans to take in the future to continue enhancing its own continuous improvement processes; and 3) discuss initiatives for reducing the recent gun violence that has occurred in Decatur.

2016 to 2020

All sworn police officers have attended a residential law enforcement academy which currently consists of 560 hours of training over a 14 -week period. We send our officers to the Macon County Law Enforcement Training Center on the south side of Decatur. Since 2017 the department has provided officers with 2660 different training events equaling 95,397 hours of training. The police department has been providing 'Use of Force Scenario Based Training' since 2008, although this training did not become mandatory in Illinois until January of 2016.

Many Decatur officers have attended Crisis Intervention Training (CIT) that teaches communication skills useful with citizens in distressed and emergency situations. This includes an emphasis on dealing with the mentally ill. The CIT training is a week-long course that also incorporates actual scenarios into the training. In July of 2020, the Decatur Police Department hosted Integrated Communications and Tactics (ICAT) in which all available officers attended. This training was provided by the Police Executive Research Forum (PERF) and consisted of 12 hours of training per officer that also included scenario-based training. PERF is a non-profit police research organization that provides training, consulting and insights to agencies all around the world. PERF helps to improve the delivery of police services through the exercise of strong national leadership; public debate of police and criminal justice issues; and research and policy development. PERF is located in the Washington D.C. area and can be researched further at <https://www.policeforum.org/>.

Both CIT and ICAT would fall under what civilians might describe as "de-escalation training." Our department and the city of Decatur are very fortunate that our officers have received this training. This training confirms that our officers can problem solve and communicate without using force, unless no other option remains.

The training and modernization documents used to guide the continuous improvement process in the Decatur Police Department include:

1. 2016 Illinois Police and Community Relations Improvement Act
(summary attached)

2. Report of the Obama-era 21st Task Force on 21st Century Policing (summary attached)
3. Outcome-based police department performance measures (attached)

In addition to using the standards and benchmarks contained in the above documents to guide training, professional/leadership development and continuous departmental improvement, the Decatur Police Department also engages in ongoing community outreach. A partial listing of these outreach activities is also attached.

2020 & into the Future

Later this year, or very early next year, the Department will host tactics training that will provide training to officers who will then become certified instructors. The certified instructors will then train every officer in the department. This tactical training will teach officers new tactics that will help them control suspects who fight or resist the police. Control in these situations may help deter higher levels of force, and/or keep an incident from rising to a higher level of force. Both the ICAT training and the Defensive Tactics training are normally only hosted in larger cities and departments. However, due to a grant the Decatur Police Department will receive especially for this unique training, it will be offered in Decatur. This and other leadership training modules will meet and exceed the professional standards set for the department in the future and result in an even better department.

The officer-worn-camera (OWC) project approved by the City Council last December is approaching completion. Currently, all new high definition in-car cameras have been installed. The Information Technology (IT) Department has identified the needed storage for the anticipated increase in videos, and on September 8, 2020 the City Council approved the data storage necessary to support the OWC system. The body cameras are now being programmed and issued out in controlled numbers so as not to overload the server. All sworn officers have been trained on the body cams and will receive refresher training to ensure the efficient operation of the body cameras. The expectation is that all body camera's will be issued and in use no later than the end of October, 2020.

Many cities, including Decatur, would have preferred to have OWC equipment in place before now. However, most Illinois law enforcement agencies delayed deployment not because of cost—but rather because it took several years for the State of Illinois to provide uniform standards and guidance for storage requirements, use of data, commonality of procedures for when camera must be in use, and other rules. Without a common set of rules and legal parameters, police departments across the State would have faced unreasonable liability stemming from a lack of standards. Once the State Legislature provided a common set of standards, the use of OWCs took off. The State of Illinois has also provided laws, rules and procedures for how the public can access OWC video footage by amending State FOIA laws as they pertain to body cameras. Effectively, this means that the local police department has very little discretion in deciding those situations where OWC videos can or cannot be released to the public in response to a FOIA request. And in those instances where the city does have some discretion, the local government's decisions (as with all other FOIA requests) can be appealed to the Office of the Illinois Attorney General—who also has rules and procedures in place for determining whether OWC videos should be released to the public, and it is the final decision-making body on release of public records.

Beginning in 2021 the city will begin deployment of surveillance camera equipment in selected neighborhoods to test out their effectiveness in reducing all kinds of crime. These initial projects will serve to guide the department in making decisions and recommendations about how and where to deploy and use surveillance cameras elsewhere in the city. We have followed the use of so-called “Shot-Spotter” equipment in other cities. It is extremely expensive and its track-record so far in directly preventing gun violence is unconvincing; but we will continue to monitor the use of “shot-spotter” technology as it is deployed elsewhere.

Leaders of the nation's two major political parties have each recently proposed new legislation concerning police oversight. The Democrat version was introduced in the U.S. House of Representatives and is called the Justice in Policing Act of 2020. The Republican version was introduced in the U.S. Senate and is called the Just and Unifying Solutions To Invigorate

Communities Everywhere (JUSTICE) Act. The two bills have many similarities. Both pieces of legislation seek to modernize and professionalize training methods and tactics, require de-escalation and use of force training, minimize of all forms of deadly force, encourage more diversity in hiring of police officers, provide for more effective background screening of officer candidates, encourage the use of OWCs, create national data bases for tracking information about incidents where a weapon or no-knock warrant is used, create accreditation standards based on the Obama-era Taskforce on 21st Century Policing, create study commissions to recommend measures to alleviate systemic conditions resulting in a disproportionate percentage of black men and boys becoming involved in serious crime, and provide grant programs for states and local governments that meet the standards of the new legislation. The Democrat version also seeks to eliminate qualified immunity for police officers; the Republican version does not. There are other less salient differences; but there is also much overlap that could be the basis of a compromise bill if both parties choose to work together.

The actions already taken by the Decatur Police Department and those described above for the future put the city of Decatur's Police Department on-track to meet and exceed not only existing standards, but also those contemplated for the future, regardless of the final version of Federal legislation eventually enacted into law. Whatever the new transparency and accreditation standards look like, we believe the DPD will compare with them favorably. Equally important, it positions the city to receive additional Federal funding.

Increase in Local Gun Violence

Although not unique to Decatur, there has been an unacceptable increase in gun violence in Decatur in recent months. The root causes of gun violence—particularly in the city's urban core—can be debated (breakdown of families, absence of emotional and relational support given to young people, easy-access to firearms, unequal access to economic opportunity, etc.), but the Police Department is faced with determining the best strategies for reducing the problem—regardless of the root cause.

During the Monday study session, the Police Chief will discuss their recent findings and insights on this topic, and a list of possible strategies moving forward.

The Monday study session seeks to establish that the DPD has engaged in continuous self-improvement, improving local safety, enhancing community outreach and inclusion, and increasing professionalism and modernization of the department over the past several years, and will continue to do so in the future. This process, and the department, is not without flaws; however, we believe the DPD has been, and will continue to be, moving in the right direction. Of course, these plans are flexible and subject to revision based on changing conditions and circumstances; so the City Council is at liberty to suggest additional and/or alternative strategies during the study session.

Introduction: President's Task Force on 21st Century Policing

On December 18, 2014, President Barack Obama issued an Executive Order appointing an 11-member task force on 21st century policing to respond to a number of serious incidents between law enforcement and the communities they serve and protect. The President wanted a quick but thorough response that would begin the process of healing and restore community trust.

The mission of the Executive Order was clear: *The Task Force shall, consistent with applicable law, identify best practices and otherwise make recommendations to the President on how policing practices can promote effective crime reduction while building public trust.*

In 90 days, the task force facilitated seven hearings with 140 witnesses and reviewed volumes of written testimony submitted online by additional witnesses and the general public. The testimony and hearings were organized around the following six pillars:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Wellness and Safety

The task force generated 59 recommendations with 92 action items. Each recommendation was developed, vetted, and approved by the task force by consensus. The task force comprised leaders from law enforcement, police unions, academia, and civil rights organizations as well as community members.

The task force insisted that the recommendations be anchored in measurable and behavioral change and not in abstract theory around policing. The report that was submitted to the President in May of 2015 – *Final Report of the President's Task Force on 21st Century Policing*¹ – created a road map for the future of policing and provides clear direction on how to build trust with the public.

President's Task Force on 21st Century Policing

Charles H. Ramsey, *co-chair*
Commissioner, Philadelphia Police Department

Laurie Robinson, *co-chair*
Professor, George Mason University

Cedric L. Alexander, Deputy Chief Operating Officer for
Public Safety, DeKalb County, Georgia

Jose Lopez, Lead Organizer, Make the Road New York

Tracey L. Meares, Walton Hale Hamilton Professor of
Law, Yale Law School

Brittany N. Packnett, Executive Director,
Teach for America, St. Louis, Missouri

Susan Lee Rahr, Executive Director, Washington State
Criminal Justice Training Commission

Constance Rice, Co-Director, Advancement Project

Sean Michael Smoot, Director and Chief Counsel,
Police Benevolent & Protective Association of Illinois

Bryan Stevenson, Founder and Executive Director,
Equal Justice Initiative

Roberto Villaseñor, Chief of Police,
Tucson (Arizona) Police Department

Ronald L. Davis, *executive director*
Director, Office of Community Oriented
Policing Services

¹ President's Task Force on 21st Century Policing, *Final Report of the President's Task Force on 21st Century Policing* (Washington, DC: Office of Community Oriented Policing Services, 2015), http://www.cops.usdoj.gov/pdf/taskforce/TaskForce_FinalReport.pdf.

The guidebook

On July 23, 2015, the White House and the U.S. Department of Justice convened a Forum on Community Policing. The forum hosted representatives from 36 separate jurisdictions to review actions and plans for implementation of the task force recommendations. In two months, communities had made significant progress to implement the recommendations. Mayors and law enforcement leaders were organizing their own task forces, communities were participating in establishing procedures for civilian oversight, body-worn cameras were being purchased, and a wide range of activities around the six pillars were emerging.

Participants in the forum asked for a guidebook for the task force recommendations. They wanted a tool that would provide specific guidance on implementing the recommendations and creating change in policing and community engagement. They expressed a desire to have a resource that would give them ideas for immediate action. They asked for simple, concrete actions that would take them to the next level of mobilization to restore trust between the community and the police.

This document is that guidebook. It is a tool that will serve as a catalyst for change and give specific guidance on how to reduce crime while building community trust.

Underlying themes

The final report contains a number of underlying themes on which specific recommendations are based.

1. Change the culture of policing

In a republic that honors the core of democracy – the greatest amount of power is given to those called Guardians. Only those with the most impeccable character are chosen to bear the responsibility of protecting the democracy.

–Plato

Guardians versus warriors: The final report calls for law enforcement to protect the dignity and human rights of all, to be the protectors and champions of the constitution. This rethinking of the role of police in a democracy requires leadership and commitment across law enforcement organizations to ensure internal and external policies, practices, and procedures that guide individual officers and make organizations more accountable to the communities they serve.

2. Embrace community policing

Community policing is a philosophy as well as a way of doing business. The commitment to work with communities to tackle the immediate and longer-term causes of crime through joint problem solving reduces crime and improves quality of life. It also makes officers safer and increases the likelihood of individuals to abide by the law.²

3. Ensure fair and impartial policing

Procedural justice is based on four principles: (1) treating people with dignity and respect, (2) giving individuals “voice” during encounters, (3) being neutral and transparent in decision making, and (4) conveying trustworthy motives. In addition to practicing procedural justice, understanding the negative impact of explicit and implicit bias on police-community relations and then taking constructive actions to train officers and the community on how to recognize and mitigate are key factors.

4. Build community capital

Trust and legitimacy grow from positive interactions based on more than just enforcement interactions. Law enforcement agencies can achieve trust and legitimacy by establishing a positive presence at community activities and events, participating in proactive problem solving, and ensuring that communities have a voice and seat at the table working with officers.

5. Pay attention to officer wellness and safety

Law enforcement officers face all kinds of threats and stresses that have a direct impact on their safety and well-being. Ensure that officers have access to the tools that will keep them safe, such as bulletproof vests and tactical first aid kits and training. Promote officer wellness through physical, social and mental health support.

6. Technology

New and emerging technology is changing the way we police. It improves efficiency and transparency but also raises privacy concerns and has a significant price tag. Body-worn cameras, less than lethal use of force technologies, communication, and social media all require a legal and pragmatic review of policies, practices, and procedures. These policies, practices, and procedures should be developed with input from the community and constitutional scholars.

² *Community Policing Defined* (Washington, DC: Office of Community Oriented Policing Services, 2014), <http://ric-zai-inc.com/Publications/cops-p157-pub.pdf>.

Moving from Recommendations to Action

Local elected and appointed government officials, law enforcement agencies, and the communities they serve are a three-legged stool in the effort to implement the task force recommendations from the final report. Each leg must be in place to support a comprehensive approach to reduce crime and build trust and legitimacy. Success in a community will require collaboration and partnerships among these three groups.

Listening

Change begins with listening. Law enforcement, mayors, city managers, and other government officials must be intentional about setting up listening posts. Use community meetings, church gatherings, and other venues to create an environment where the community knows leadership will listen. Listen to officers too. You can use formal and informal mechanisms such as surveys, focus groups, social media, and interviewing citizens to gain insight on community concerns or ideas. This cannot be a one-dimensional conversation – it must be a true dialogue externally with the community and internally within law enforcement agencies. It will require moving beyond offices, squad cars, and boundaries to engage in conversations. Leadership must engage in active listening so citizens and officers know there is concern and understanding in order to move forward.

Planning

Each pillar and recommendation will require planning. If trust and legitimacy are a primary concern, leaders will need to convene a planning group with representation from each of the three legs of the stool. After reviewing and assessing the task force recommendations, leadership will discover there will be recommendations that are more relevant than others to a particular community's context.

Example

Recommendation 1.2 Law enforcement agencies should acknowledge the role of policing in past and present injustice and discrimination and how it is a hurdle to the promotion of community trust.

- A number of law enforcement agencies have taken the step of acknowledging past law enforcement involvement in discrimination and injustice.
- Other departments have developed policies to become more transparent and immediately responsive to the public around critical incidents, including the proactive release of data on police-citizen interactions.
- One community established a professional standards and accountability board (PSAB) tasked with rooting out corruption, holding officers accountable, and implementing national best practices for policies and training.

Leaders will have to assess whether or not each intervention is appropriate to their agency and community. Does the community need a PSAB? Is there another way to achieve the same outcome and still secure the community's trust? The guidebook encourages you to contextualize your interventions or strategies.

Pay attention to the process of planning, and engage all relevant constituent groups—from labor unions and student groups to faith leaders and neighborhood associations—in the process of planning design. Leadership can circumvent a number of problems or challenges by being transparent and inclusive of stakeholders in all phases of the planning process.

All planning events around task force recommendations should include community and labor union representation. Any policy or program recommendation should be built on a consensus model. Decision making through consensus requires conversation and open and transparent dialogue, and finally, consensus building builds a culture of trust.

The plan will also require attention to resource allocation. What will it cost to implement a specific recommendation?

Example

Recommendation 4.4 Communities should support a culture and practice of policing that reflects the values of protection and promotion of the dignity of all, especially the most vulnerable.

Action Item 4.4.2 Law enforcement agencies should develop programs that create opportunities for patrol officers to regularly interact with neighborhood residents, faith leaders, and business leaders.

This recommendation and its action item may seem like a low cost/high impact proposition; however, it requires the allocation of officer time and the development of specific strategies. Recognize that good community policing should reduce calls for service and increase public safety and public satisfaction.

Implementation

Moving from planning to action will require a mechanism for implementation. This can be a short-term working group or a longer-term, more formal body with a charge from either local government or law enforcement to manage the follow up activities.

Be sure that the implementation mechanism adequately represents groups most affected by law enforcement and those who have the capacity, authority, and resources to make the changes proposed happen. Err on the side of inclusion when designing implementation strategies. Local officials and law enforcement leadership must ask who makes lasting change in the areas being addressed. Failure to include the right participants can sabotage your plan.

Set up a method to measure and monitor what is taking place. Be sure to include a feedback loop that can identify unintended consequences in order to be responsive to community concerns. Transparency and regular communication are essential to this process. Keeping the community and all key stakeholders informed about progress and key learnings can build trust and increase collaboration.

Five Things Local Government Can Do

Local governments (municipalities and counties) are essential to the implementation of the task force recommendations. Local government officials (elected and appointed government leaders) bring their relationship with the community to the process. People who have been elected and have earned the trust of citizens in that process represent their communities. Local government officials should honor their commitment to safety and security for their constituents by being involved in every phase of design and implementation of the task force recommendations.

Specific action steps

1. Create listening opportunities with various areas and groups in the community. Listen and engage in a dialogue regarding concerns or issues related to trust.
2. Specifically allocate local government infrastructure and IT staff expertise to support law enforcement reporting on activities related to implementation of the task force recommendations. These should include making public all relevant policies and procedures, records, and open data sets. Let the community know what you have done and will be doing.
3. Conduct community surveys on community attitudes toward policing, and publish the results along with associated data. Establish baselines and metrics to measure progress, and use the results as a means to engage the community in dialogue.

The Fresno (California) Police Department developed a community survey to measure community attitudes about local law enforcement and established a baseline and plan to administer the survey on an annual basis to monitor improvements or changes in perceptions.

4. Define the appropriate form and structure of civilian oversight to meet the needs of the community.

Many cities have established an independent citizen oversight board to review complaints of police misconduct. The National Association for Civilian Oversight of Law Enforcement (NACOLE) brings together individuals and agencies working to establish or improve the oversight of law enforcement officers in the United States. The continuum for civilian oversight ranges from limited authority to reviewing and making recommendations to boards that have investigative and subpoena powers. Each community establishes its own local parameters for independent citizen review.

5. Recognize the correlation between poverty, urban decay, and unemployment to quality of life, the breakdown of community cohesion, and the increase of crime. Link economic development and poverty reduction to longer-term problem-solving strategies for addressing crime.

Five Things Law Enforcement Can Do

Building trust and legitimacy on both sides of the police-citizen divide is not only the first pillar of this task force's report but also the foundational principle underlying this inquiry into the nature of the relations between law enforcement and the communities they serve.

- President's Task Force on 21st Century Policing

Law enforcement organizations have the opportunity to provide leadership, establish a climate of openness, and demonstrate a willingness to implement the task force recommendations. Law enforcement organizations should ensure, as they implement the recommendations and develop new strategies, that they engage community members and police labor unions in the process.

Specific action steps

1. Review and update policies, training, and data collection on use of force. Emphasize de-escalation and alternatives to arrest or summons in situations where appropriate. Policies and training should include shoot/don't shoot scenarios and the use of less than lethal technologies.
2. Increase transparency by collecting and making data, policies, and procedures publicly available in multiple languages relevant to the local community through official website(s) and municipal open data portals. To accelerate this work, join the growing community of agencies participating in the Police Data Initiative to learn best practices around open data on policing, and to share challenges and successes along the way.
3. Call on the state Peace Officer Standards and Training (POST) Commission to implement training at all levels to ensure fair and impartial policing.

The Washington State POST Academy is leading the way in changing law enforcement training from a warrior to a guardian mentality. Together with Blue Courage, the Police Foundation, and other innovators, they are developing a national blueprint and toolkit training model funded with a planning grant from the MacArthur Foundation.

4. Examine hiring practices to better involve the community in recruiting and screening of recruits.

The Sarasota (Florida) Police Department involves the community in recruiting, selecting, and hiring officers as a way to encourage a more diverse workforce. The city works with residents to identify culturally responsive and qualified multilingual candidates for consideration. The community gives input into the hiring priorities considered in selection.

5. Ensure that officers have access to the tools that will keep them safe, such as bulletproof vests and tactical first aid kits and training. Policies should reinforce the use of seat belts and other protective practices.

The Dallas (Texas) Police Department has tested the use of providing tactical first aid kits similar to what the military uses in the field and training every officer with the skills to properly use them. The result is that officers are saving lives in critical, life-threatening situations, especially those involving gunshot wounds. This can be beneficial in saving the lives of officers, victims, and even suspects.

Five Things Communities Can Do

Communities are diverse and include faith-based and community organizations, youth, employers, business and technology partners, foundations, civil society and advocacy groups, and others.

“Neighborhood policing provides an opportunity for police departments to do things with residents in the co-production of public safety rather than doing things to or for them,” said one individual at a task force listening session. Community policing is not just about the behavior and tactics of police; it is also about the civic engagement and capacity of communities to improve their own neighborhoods, their quality of life, and their sense of safety and well-being.

Specific action steps

1. Actively engage with local law enforcement by participating in community meetings, surveys, listening posts, civilian oversight boards, citizen academies, chaplain programs, and innovative activities related to technology.
2. Participate with officers in problem-solving efforts to reduce crime and improve quality of life in neighborhoods.

In Fort Wayne, Indiana, faith-based groups are working actively with law enforcement and the city to provide volunteers and raise funds to improve low-income properties and address urban decay in high crime neighborhoods as a way to build a new climate of hope and momentum. Crime is down and relationships with law enforcement are improving.

3. Work with local law enforcement to ensure that they are deploying resources and tactics that reduce crime, improve relationships with the community and mitigate unintended consequences.

Communities United for Police Reform (CPR) is a citizen's movement in New York City seeking to change stop-and-frisk. CPR is calling for a range of reforms that address collecting data on all types of police stops and use of force, educating people about their rights, monitoring and documenting police behavior, and calling for policing tactics that increase community trust.

4. Call on state legislators to ensure that the legal framework does not impede the ability of the community to hold local agencies accountable for their policies and practices.
5. Review school policies and practices that may have an unintended consequence of pushing children and young people into the criminal justice system and advocate for strategies that are more effective at prevention and early intervention.

Practical Next Steps to Get Started

So how do we get started? The following suggestions focus on practical things that law enforcement organizations, communities, and jurisdictions can jointly undertake immediately to begin addressing the final report itself and the specific recommendations in each of the six pillars.

Establish a mechanism to address the final report and its recommendations

Each community should use the final report as a tool to review the current status of their own law enforcement organization and to identify ways to strengthen police-community dialogue and collaboration.

- Formally appoint a new or existing task force or working group including law enforcement unions and community representatives to review and address the recommendations contained in the report.
 - External approach: Appointed by local government to include law enforcement and community representatives
 - Internal approach: Appointed by the law enforcement organization to review the report and recommendations
- Review the report and assess current status, identify gaps or areas for improvement, identify budget implications, and recommend priorities for next steps.
- Provide the findings to the community, local government, and law enforcement organization for discussion and action.

In New Orleans, Louisiana, the mayor's office, superintendent's office, Police and Justice Foundation, and faith leaders meet monthly to discuss further implementation of report recommendations.

The Spokane (Washington) Police Department set up an internal process to review the task force recommendations and to identify areas for improvement.

Communities can use the task force recommendations as a guide for discussions with local government and local law enforcement agencies about the status of police-community relations and areas for dialogue.

Monitor status and progress against the final report recommendations

The final report and its recommendations can be an effective template for law enforcement organizations and communities to measure progress against a national, objective set of recommendations.

- Create a checklist using the recommendations, including who is responsible for each recommendation (not all are law enforcement-specific).
- Develop an implementation plan with specific action items for each recommendation that needs to be addressed; additional analysis can include resources needed, timelines, and regular status updates.
- Use the checklist in local government, law enforcement, and community meetings as a management tool to drive implementation.
- Provide regular updates to the community and local government on progress being made on implementing specific recommendations.

Philadelphia, Pennsylvania, mayor Michael Nutter signed an executive order supporting the efforts of the police department to review the task force report and establish a baseline of current status, recommendations for next steps, and projected costs for implementation.

The Philadelphia Police Department appointed a captain to be responsible for monitoring department progress on all recommendations and preparing regular reports as part of staff meetings and reports to the City Council.

Community advocacy groups can also monitor implementation of the recommendations as a source of dialogue with law enforcement.

Build relationships through nonenforcement interactions between officers, youth, and other community members

These activities create opportunities for officers and law enforcement agencies to be co-contributors to the broader community quality of life.

- Increase opportunities for officers to interact with the community by assigning officers to specific geographic areas for longer periods of time and adjusting shift patterns to accommodate problem-solving activities with community members.
- Encourage opportunities for officers, youth, and other community members to interact in more open and constructive dialogue through nonenforcement activities such as the following:
 - Encouraging participation in community events
 - Offering officers opportunities to mentor youth
 - Officers serving as community coaches for youth sports
 - Reading and providing books to inner city schools

Resident Officer Programs initiated through city housing agencies in communities such as Oakland, California, and Sanford, Florida, provide incentives for officers to live in higher risk neighborhoods where their presence can reduce crime.

Boston Police Commissioner William Evans says, "I think we're the only police department in the country with an ice cream truck and I can't say enough good things about it. When the truck shows up, the kids love it and our officers love it too because it gives them a platform and an opportunity to engage and interact with our city's young people in a positive, friendly, productive way."

The Bronx Women's Ministerial Association leaders honored 48 women officers serving in the 18 precincts in the Bronx who are also mothers with an appreciation award, the Women on the Frontline Award, as a way to build solidarity and trust with local officers.

Listen to the community

Community policing places a high value on community engagement, interaction, and dialogue. Law enforcement organizations and communities should be intentional about the level of nonenforcement interaction between officers and the neighborhoods they serve.

- Conduct community surveys, forums, and town hall meetings on a regular basis, not just in a crisis.
- Encourage regular officer participation in neighborhood or school meetings.
- Form community advisory groups (general or population specific).
- Participate in positive interactions with the community that do not involve an enforcement action or investigation.
- Involve community members in discussing policing tactics and designing problem-solving strategies.
- Adjust patrol schedules to allow time for interactions with the community.
- Measure and reward nonenforcement community contacts.

Local governments can hold public hearings or open forums or set up systematic ways for citizens to provide feedback on how they are experiencing policing.

The Los Angeles County Sheriff's Office established precinct community advisory committees to facilitate systematic community input and feedback on policing practices.

Communities can initiate town hall meetings, form advisory groups, or strengthen the level of community participation in community policing activities.

What do we know? What do the data say?

Lack of relevant data impacts the ability of communities and law enforcement agencies to make informed policy and practice adjustments based on good information. A number of the task force recommendations address the need to collect additional data to improve the level of trust, transparency, and accountability between communities and law enforcement agencies.

- Collect data regularly on community attitudes and perceptions about local law enforcement.
- Collect and analyze demographic data on all stops, searches, and seizures.
- Collect and analyze data on all uses of force, officer-involved shootings, and in-custody deaths.
- Collect and analyze data on law enforcement treatment of vulnerable populations (in particular such as immigrant, LGBT, and gender nonconforming populations) through surveys, focus groups, advisory groups, and complaints.

Mandate the collection and sharing of data that documents more information about all law enforcement stops, officer involved use of force, or in-custody incidents.

The Spokane (Washington) Police Department is partnering with Washington State University and Eastern Washington University for data analysis.

Residents are able to submit an online survey providing feedback on their most recent contact with the Sanford (Florida) Police Department. Their website says it all: "The success of the Sanford Police Department's mission depends on the partnerships developed during contact with the public. Please take a few moments to complete the following survey. The survey will help us evaluate our service to the community and identify ways in which we can improve."

Training as a tool to drive change

Many of the recommendations addressed the importance of training for basic recruits and in-service training in a number of key areas.

- Changing the culture of policing requires an emphasis on policing in a democratic society, training officers about how to protect human rights, dignity, and public safety for all.
- Undertake trainings and organizational change that address procedural justice, implicit bias, and de-escalation/use of force.
- Revisit field training officer processes to ensure they match up with the guardian culture of policing.
- Engage the community in trainings.
 - Open trainings to the public and allow observers.
 - Include community members as trainers—for example, in sessions on community perceptions about enforcement tactics, levels of trust, and areas for dialogue.

Local governments can mandate agency priorities and operating principles and allocate funding necessary to change the culture of policing

Law enforcement agencies are undertaking significant training regimens that focus on de-escalation to reduce use of force incidents and on implicit bias, procedural justice, and the use of technology such as body-worn cameras to improve outcomes and community trust.

Community members are being given the opportunity to participate in training designed for citizens such as citizen academies, observe department in-service trainings, and actually help to provide training for departments, especially on the community perspective around how different policing tactics are perceived by the community.

Value and respect diversity in the community and on the force

We are becoming a nation of diversity, from racial and ethnic diversity to diversity in religion, culture, language, gender, sexual orientation, housing status, income, disabilities, and more.

- Ensure that officers have the knowledge and skills to be culturally responsive and to treat each person with dignity and respect.
- Train officers to recognize factors that may affect how best to treat a community member or suspect while protecting officer and community safety.
- Involve the community in the recruitment, selection, and hiring of officers and incentivize multilingual officers through changes in pay, hours, or other means.
- Recognize and seek to better understand people with mental and physical disabilities
- Recognize that LGBT and gender nonconforming populations often experience extreme discrimination, sexual harassment, and assault. Adopt policies and practices that encourage true dialogue, dignity, respect, and an understanding of the factors that affect these populations when they are involved in the criminal justice system.

Local government bodies can set policies that promote fair and just policing practices that protect and monitor the rights and treatment of all residents.

The Palos Park (Illinois) Police Department reviewed all the task force recommendations and made a number of commitments including adopting policies recommended to improve the fair and just treatment of LGBT populations.

LGBT and community advocacy groups can seek a constructive dialogue with law enforcement to build an understanding of the unique needs of this population by forming an advisory group to meet with law enforcement regularly as now exists in Baltimore, Maryland.

Other Key Stakeholders and What They Can Do

State legislatures

- Review and mandate requirements for police state training academies for basic recruit and in-service hours and content in light of the task force recommendations.
- Update public records laws to take into account the impact of new and emerging technologies such as body worn cameras and other mediums for collecting personal information during law enforcement investigations or actions.
- Address the independent investigation and prosecution of use of force, officer-involved shootings, and in-custody deaths with the goal to increase officer and public confidence in fair and impartial treatment.
- Consider legislation requiring law enforcement agencies to collect data on stops, frisks, searches, summons, and arrests as found in task force recommendation 2.6.

Education stakeholders (all levels)

- Review the use of school resource officers (SRO) and examine policies to ensure that the use of SROs is not increasing the school-to-prison pipeline but providing effective alternatives to incarceration through constructive interventions.
- Collect data to monitor the use of school disciplinary practices (detentions and expulsions), including demographic data on students and the nature of the offenses to develop more youth development appropriate strategies.

National law enforcement professional associations

- Disseminate the final report to members.
- Promote dialogue on the recommendations through conferences, webinars, and publications.
- Identify specific areas of the report where the national organization can add value to its members and to the broader law enforcement community.
- Develop capacity within law enforcement organizations to foster the next generation of leaders at all levels of the organization.

Law enforcement labor organizations

- Embrace and assist in the formation of officer training on use of force, cultural responsiveness, and implicit bias.
- Develop trainings that police unions or associations can use with faith-based and other community groups to teach community members about what to do if they are pulled over or have an encounter with a police officer.
- Promote procedural justice, both internal, on behalf of officers, and external, in terms of how members perform their duties in the community.

State POSTs and law enforcement training academies

- Recognize the leadership role they play in the culture of policing through basic recruit, field training officer, and in-service training.
- Review the final report for training implications and seek ways to strengthen the training of new and current officers to ensure officers have the skills required for fair and just policing.
- Develop research and innovation around training and improved accessibility for small and rural agencies.

National professional organizations for local governments

- Review the final report to identify specific roles and responsibilities for local elected and appointed officials in the recommendations.
- Disseminate the final report to members.
- Include workshops or sessions on the final report in state and national meetings or conferences.

Foundations (local, regional, national)

- Work with local communities and law enforcement organizations to identify specific ways that foundations can support implementation of the recommendations.
- Fund pilot projects to identify and promote best practices across all six pillars.
- Incentivize law enforcement agencies to shift from a warrior to a guardian culture of policing.
- Support new data collection and research efforts to improve accountability and transparency.

Executive Summary of the Six Pillars by Topics

Pillar One: Building Trust & Legitimacy

- Changing the culture of policing – guardian versus warrior culture of policing
- Role of policing in past injustices
- Culture of transparency and accountability
- Procedural justice: internal legitimacy
- Positive nonenforcement activities
- Research crime-fighting strategies that undermine or build public trust
- Community surveys
- Workforce diversity
- Decouple federal immigration enforcement from local policing

Pillar Two: Policy & Oversight

- Community input and involvement
- Use of force
- Nonpunitive peer review of critical incidents
- Scientifically supported identification procedures
- Demographic data on all detentions
- Mass demonstration policies
- Local civilian oversight
- No quotas for tickets for revenue
- Consent and informed search and seizure
- Officer identification and reason for stops
- Prohibit profiling and discrimination, in particular as it relates to LGBT and gender nonconforming populations
- Encourage shared services between jurisdictions
- National Register of Decertified Officers

Pillar Three: Technology & Social Media

- New technology standards for compatibility and interoperability
- Address human rights and privacy concerns
- Technology designed considering local needs and people with special needs
- Body-worn cameras and other emerging technologies
- Public records laws—update to keep up with emerging technologies
- Transparency and accessibility for the community through technology
- Develop new less than lethal technology

Pillar Four: Community Policing & Crime Reduction

- Community engagement in managing public safety
- Infuse community policing throughout law enforcement organizations
- Use multidisciplinary teams
- Protect the dignity of all
- Neighborhood problem solving
- Reduce aggressive law enforcement that stigmatizes youth
- Address the school-to-prison pipeline
- Youth engagement

Pillar Five: Training & Education

- High quality training and training innovation hubs
- Engage community members in trainings
- Leadership training for all officers
- National postgraduate program of policing for senior executives
- Incorporate the following in basic recruit and in-service trainings:
 - Policing in a democratic society
 - Implicit bias and cultural responsiveness
 - Social interaction skills and tactical skills
 - Disease of addiction
 - Crisis intervention teams (mental health)
 - Reinforce policies on sexual misconduct and sexual harassment
 - How to work with LGBT and gender nonconforming populations
- Higher education for law enforcement officers
- Use of technology to improve access to and quality of training
- Improve field training officer programs

Pillar Six: Officer Wellness & Safety

- Multifaceted officer safety and wellness initiative
- Promote officer wellness and safety at every level
- Scientifically supported shift lengths
- Tactical first aid kit and training
- Anti-ballistic vests for every officer
- Collect information on injuries and near misses as well as officer deaths
- Require officers to wear seat belts and bulletproof vests
- Pass peer review error management legislation
- Smart car technology to reduce accidents

New Illinois law aims to promote trust in police, combat racial profiling

By **Jeff Kolkey / Rockford Register Star**

Posted Aug 31, 2015 at 6:15 PM

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ROCKFORD — A new state law brings police reforms meant to instill confidence in deadly-force investigations, reduce civil rights violations and combat racial profiling.

In the wake of protests across the country, Gov. Bruce Rauner inked the Illinois Police Community Relations Improvement Act this month. It was the result of difficult negotiation and compromise between political parties and law enforcement representatives, said Rep. John Cabello, R-Machesney Park, an on-leave Rockford Police Department officer who co-sponsored the bill.

“We can never change some folks’ view of law enforcement, but I think this is a step in the right direction and it will hopefully protect our officers,” Cabello said. “This is hopefully one step, the first step, in trying to make sure our citizens are safer and our police officers are safer.”

It comes a year after public outrage spurred by the police shooting of Michael Brown in Ferguson, Missouri, and the choke-hold death of Eric Garner in New York City as he was being subdued by police. A recent Associated Press-NORC Center for Public Affairs Research poll shows that a majority of blacks believe they have been treated unfairly by police because of their race.

The new Illinois law includes measures that must be taken starting next year, including the use of independent detectives to investigate officer-involved and in-custody deaths; the issuance of a receipt with the officer’s name and badge number that must be given to a person after a police stop, frisk or search; and the creation of a professional-conduct database to track officers who resign or are fired because of official misconduct or illegal activity.

Law enforcement agencies across the region already make use of the independent Winnebago-Boone Integrity Task Force to investigate deadly-force incidents and in-custody deaths. It was created in the wake of the Aug. 24, 2009, shooting death of Mark Anthony Barmore involving two Rockford officers inside the Kingdom Authority Church and House of Grace Daycare.

The shooting sparked racially charged protests and debate over use of force. Rockford police revised use-of-force investigation policies and protocols, established an internal use-of-force board and expanded training. In December, the City Council approved a \$1.1 million wrongful-death settlement with Barmore's estate without admitting fault on the city's part.

The task force pools the region's top investigators into teams that can be activated to ensure that no law enforcement agency investigates its own detectives.

The process has worked well and has added credibility and more transparency to investigations. But participation has been voluntary, with the leadership of the particular law enforcement agency requesting the activation of the task force, said Marilyn Hite Ross, chief criminal prosecutor for the Winnebago County state's attorney.

"You don't want to give the appearance that the investigation is not credible and that is why everyone has signed on," Hite Ross said. "It is a really good model to use."

Winnebago County Sheriff's Police Chief Deputy Mark Karner said deputies are already respectful of residents' civil rights and use of independent investigators for officer-involved death investigations. He is skeptical that the measures would lead to improvements.

He said the law adds some burdens to police agencies without providing additional money for the constitutional policing, civil rights and procedural justice education training or the stop receipts it will require.

"I think the intention is a more improved perception. Substantively, I don't know if it accomplishes a whole lot. It's meant to create a certain optic."

The sheriff's police is already designing the stop receipt deputies will issue after a frisk or search. It should include the officer's identity and give a reason for the traffic stop, frisk or detention without arrest.

It's an additional step, but the receipts are a response to efforts to eliminate or reduce racial

profiling in police work, Hite Ross said.

"By mandating that officers submit receipts for certain individuals who are stopped is a way to track that," she said. "A lot of times people are nervous when they are stopped and they don't think to ask for the officer's name. This is a way to make the encounter more friendly between the officer and the person who has been stopped."

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Police and Community Relations Improvement Act

The new law includes several measures that police departments must enact starting next year. Among them:

Ties the award of grants for the purchase of police body cameras to adherence to policies that include a requirement for the use of the cameras whenever an officer is on duty or responding to calls for service.

Prohibits the use of choke holds by police unless deadly force is warranted.

Requires use of independent investigators for officer-involved deaths.

Creates an officer professional-conduct database for officers fired or who resign in cases of criminal activity or engage in official misconduct.

Requires police issue "stop receipts" unless impractical for traffic stops, stop and frisks, and other times when detaining a resident.

DECATUR POLICE DEPARTMENT -GENERAL FUND

Program Description: The activities of the Decatur Police Department are focused on providing highly professional and efficient public safety services to the citizens they serve. These services are financially supported through the General Fund with some supplementation from grants, and other minor revenues/reimbursements outside of the general fund. Generally, grant monies and other reimbursements are placed into the City's general fund. There are also some asset forfeiture and court ordered monies which are most of the revenues are placed into special funds outside the general fund that have specific regulations on use. These include State Drug Fund, Federal Drug Fund, DUI Enforcement Fund and Police Lab Fund. These special and restricted funds are not to be used to replace items already included in the budget. They are meant to purchase equipment and tools related to the specialty fund. For example, drug fund revenues must be spent on tools and equipment used to combat illegal drug sales. DUI Fund is to be used on equipment used to assist in DUI enforcement.

Staffing: The Decatur Police Department employs 146 sworn peace officers and 14 non-sworn administrative personnel. The services include patrol, investigations, k-9 patrols, bike patrols, school resource officers, traffic enforcement, and community investment.

Budget Highlights: The proposed programs, staffing, equipment and resource levels of the Police Department in FY 2020 track with those of the previous fiscal year except for the following proposed highlights, addition and/or deletions:

- 1) The Police Budget also includes changes which include the hiring of additional civilian staff to offset the reduction in sworn personnel. The additional civilian staff will complete tasks that do not require a sworn police officer, and which are not core police officer duties. This move should allow sworn officers to focus on the duties that do require a sworn police officer. The use of the civilian staff could improve the response time for non-emergency calls. The employment of these staff members could also allow our sworn officers to have more time to engage in the council's neighborhood revitalization outreach. In this way, these staffing changes could directly impact the departments performance outcomes. The department is expecting higher than usual payouts for retirees accrued

benefit time; thus, the overall personnel budget may look similar to 2019. We estimate a total of approximately \$550,000 for retiree payouts in 2020.

These payouts include monetary compensation for Accrued Holidays, Accrued Comp Time, Accrued Vacation Time and Accrued Sick time agreed upon in the Collective Bargaining Agreement.

- 2) This budget also includes the continued participation with DPS 61 for the school resource program (SRO). This program allows for the placement of 4 school resource officers to work and dedicate all of their time to the schools during the school year. The SRO are proactive in the schools establishing relationships with the staff and student. The SRO deals with prevention, detection and enforcement of illegal activity. During the summer months and other vacations, the SRO's assist in the patrol and investigative divisions of the police department. It is recommended the City Council not end this relationship with DPS 61. DPS 61 reimburses the City for 100 percent of the total cost of these four SRO's for the nine- month school year. DPS 61 in short is paying 75 percent of the total cost of the police officer's annual salary and annual benefit cost. DPS 61 asked for additional SRO's, but after studying this program, it is recommended that current SRO levels be maintained.
- 3) In accordance with the council's direction, the budget includes funding for full department implementation of body cameras in 2020. This full implementation comes after a successful trial in 2019 and most neighboring and comparable departments already implementing the same. Body Camera implementation is a large financial investment. As we move the department forward, the use of technology and providing Officer training will and must continue to be a focus. These focuses are vital in providing the citizens the best public safety services. Many of our neighboring police departments have implemented body cameras into their operations—Springfield, Champaign, Urbana, Bloomington, and Normal.
- 4) The budget also includes an increase in overtime monies to allow for the increased IDOT grant award money. These monies go to increased traffic enforcement in DUI's, Seat Belts, and Speeding. The money is reimbursed after the Department has completed the work and submitted to IDOT. The offsetting increase in grant revenue is placed in City's General Fund upon receipt.
- 5) In the past few years, the cyclical replacement of squad cars has been financed through lease agreements. This type of financing is better suited for

larger and once in a decade equipment purchases or new more expensive initiatives rather than annual squad car replacement. Thus, the purchase of squad cars has been included in the police general fund budget as a regular operating expense. The number of vehicles budgeted was based off recommendations from the City's fleet manager. This will save the City leasing and finance fees.

- 6) To support the efforts of neighborhood revitalization and the police departments goal to reduce crime and hold accountable those who commit crimes, the budget includes funds to expand the use of surveillance cameras in the urban core neighborhoods, starting in the council's target area.
- 7) To enhance interest and recruit more candidates for police administration positions (Lieutenant and above), the salary compaction has been addressed through this budget. There is currently a six percent difference between the base salaries of Sergeants (Union) and Lieutenants. There is also a base salary separation of only 6 percent between Lieutenants and Deputy Chief's. The 2020 budget shows an 8 percent separation which is closer to the norm. Continued salary compaction and the recent change of requiring current staff to live in the City has and will limit the pool of qualified staff to lead the police department in the future. The repairing of the salary compaction issue should help with improving interest in administrative police positions.
- 8) To meet the performance outcome of increasing the number of minority and female staff the budget in this line was increased by 79.6% (\$6,050). These additional monies will be used to allow the department to have more targeted recruiting. The funds will also be used to have a large applicant testing day which is more expensive than the current on-line process, but should increase the number of test applicants.
- 9) Additional monies were also budgeted to assist in creating and disseminating citizen surveys to evaluate Citizen opinion on the department's professionalism and perception of local safety. The body cameras will also be a tool to use in showing officer professionalism. The evaluation of these issues through citizen surveys is also included in the performance outcomes.
- 10) The Police Department Budget recommends an increase of funds for training. This money will be used towards training officers on how to recognize and investigate driving under the impairment of Cannabis. Studies indicate there may be an increase of citizens driving under the influence of Cannabis with the legalization of recreational use of cannabis. We believe the training is

needed to provide safe roads for our citizens to travel. Although we do not “police for profit”, it should be noted that City Ordinance Fine monies regarding cannabis fines will likely reduce due to the legalization of recreational use of cannabis. We do expect an increase in DUI cannabis reimbursements from the court fines. Overall, we believe the additional DUI court fine monies collected will be lower than the expected decrease in City Ordinance fines collected.

Performance Outcomes: The use of quantifiable performance outcomes is being added to the budget because approval of the annual budget is an important mechanism for effecting change in service outcomes. Performance outcomes influenced in part by the Police Department’s discretionary and differing management and service delivery decisions/actions include:

- 1) Year over Year changes in Response Time efficiency on Calls for Service, by category, from the time of initial public safety notification
- 2) Improvements in Citizen satisfaction of the Decatur Police Department as a professional department as measured by objective surveys
- 3) Increase the number of Minority and Female police officers and police support staff applicants as tracked by Human Resources on a year over year basis
- 4) Increase successful clearance rate of assigned investigative cases on a year over year basis
- 5) Reduce the number of Burglaries measured from year to year
- 6) Reduce the number of Shootings measured from year to year
- 7) Remain under the national average in Fatal Crash Rate every year
- 8) Reduce the number of reported traffic accidents in the City year over year
- 9) Measure citizens’ perception of local safety and improve year over year by objective surveys.

Divisional Review and Summary

Patrol Division Commanded by Deputy Chief Shane Brandel

116,713 incidents handled in 2018 & 2019

Neighborhood Meetings – 111 in 2018 and 2019 by patrol

Parking Tickets – 1788 in 2018 & 2019 by patrol officers

Downtown parking citations – 7692 citations in 2018 & 2019

Guns Seized – 249 firearms seized by patrol officers in 2018 and 2019

DUI arrests – 750 DUI arrests in 2018 and 2019

Business/Building checks – 1688 in 2018 & 2019

Speeding citations/warnings -- 4497

Cell phone citations/warnings -- 564

Felony drug arrests – 541

27% reduction in Auto burglaries

41% reduction in Res. Burglaries

Investigations Division Commanded by Deputy Chief Jason Walker

2018 and 2019 Guns Seized by the Street Crimes Unit – 101

2018 and 2019 Felony Arrest by St. Crimes -1,105

2018 and 2019 Cannabis Seized by St. Crimes -329 lbs.

2018 and 2019 Cocaine/Crack Seized by St. Crimes -22 lbs.

2018 and 2019 USC Seized by St. Crimes -1.5 million

2018 and 2019 Arrest by Adult and Juvenile -1,123

Homicide Investigations

2015:

National Clearance 61.5%

East North Central Clearance (Illinois, Indiana, Michigan, Ohio, Wisconsin) 47.5%

Decatur Police Dept. 71%

Homicides: 7

Cleared: 5

Open: 2

2016:

National Clearance 59.4%

East North Central Clearance 63.5%

Decatur Police Dept. 75%

Homicides: 4

Cleared: 3

Open: 1

2017:

National Clearance 61.6%

East North Central Clearance 46.2%

Decatur Police Dept. 90%

Homicides: 10

Cleared: 9

Open: 1

2018:

National Clearance 62.3 %

East North Central Clearance 50.5%

Decatur Police Dept. 70%

Homicides: 10

Cleared: 7

Open: 3

2019:

National Clearance report not published until Sept. 2020

Decatur Police Dept. 54.5%

Homicides: 11

Cleared: 6

Open: 5

2020:

Nation Clearance report not published until Sept. 2021

Decatur Police Dept. (Jan-Aug) 57%

Homicides: 7

Cleared: 4

Open: 3 (1 Open has AW for suspect)

Administrative Operations Commanded by Lieutenant Brad Allen

Employee Mentor Program

Coordinate and oversee employee mentor program, ensuring that new officers are able to more easily transition to their new career. This program prepares the recruits for entry into the police academy, maintains contact with the recruits during their first year of employment, looking for potential problems adjusting to the career field they have chosen.

For the period 2015-2020, the mentor program oversaw the integration of 60 new officers into the DPD.

Internship Program (unpaid)

Coordinate and oversee college intern program. DPD maintains one of the most sought-after intern experiences available to college and military interns. The high volume of calls for service, combined with a dedication to providing the interns an experience that allows them to closely observe patrol officers daily work has made the internship program a success. The COVID pandemic in 2020 has limited our ability to host interns, but we anticipate that late 2021/early 2022 will see our numbers resume.

For the period of 2015-2020, PS oversaw 39 interns through their experience. Many of those interns were later able to obtain employment within the agency.

Caretrak Program

The Caretrak program provides 24 hour per day tracking assistance for those families that have a member who is afflicted by Alzheimer's, Dimensia or any other form of cognitive declines that makes their safety a concern. In addition, the program is able to offer the same assistance to families with a child who has a developmental disability that makes them prone to "bolt and run." The PS office accepts applications for the program, makes contact with prospective clients to get them into the program, and conducts monthly client home visits to ensure clients remain appropriate for the program, as well as ensure the client equipment is working properly. The PS office maintains the Caretrak client equipment, the DPD tracking equipment, and provides training for department personnel on use of the tracking equipment.

To date, PS has assisted 38 local families through the Caretrak program. Most client families remain in the program for several years.

Department Equipment

The office of PS maintains the records and physical integrity of many items owned by DPD. The office of PS is responsible for the disposition of the following equipment: Binoculars, Breath testers (DUI), digital still and video cameras for evidence collection, digital video cards and readers, Firearms, Gas Masks, Gas mask filters, radar speed equipment, Stop Sticks, Tasers, Taser cartridges, Firearms, Firearm parts and firearm ammunition.

The office of PS is responsible for ensuring that the 88 firearms currently owned by the department are maintained and in service.

The office of PS is responsible for ensuring an accurate accounting of the over 170,000 rounds of ammunition budgeted for use in training each year. The office of PS is responsible for determining department need and liaising with purchasing to ensure the department is able to obtain the needed ammunition at an acceptable price.

Department Training

The office of PS is responsible for tracking the training hours, training course topics and training rosters for the officers of the department. These records are used to determine department need when planning future training cycles. In addition, the PS unit tracks and liaises with the Illinois LE training and standards board to ensure that the officers of DPD are in compliance with the over 40 mandatory courses that officers must use to remain compliant with regard to all training hours required by the board.

For the period of 2017 to present, PS has cataloged over 2660 unique training events totaling over 95,397 hours of training for department personnel. These records are invaluable in that they are able to be used to defend the city from legal action as a result of police enforcement.

Department Recruiting

The office of PS is responsible for recruiting new police officers. PS remains active in recruiting on university campuses, as well as maintaining contacts with local junior colleges. DPD enjoys a preferred relationship with many college and university staff and placement offices based on our efforts to provide their graduates with full time employment.

The PS office attends recruiting events at many colleges and universities, including Western Illinois University, Illinois State University, Millikin University, University of Illinois at Springfield, Indiana State University, Southern Illinois University-Carbondale, Southern Illinois University-Edwardsville, MacMurray College (now closed) and Illinois College, just to name a few.

The office of PS is often the first point of contact for potential applicants.

The office of PS maintains members who are on the RCC Criminal Justice Program Advisory Board.

Background Investigations

The office of PS is responsible for all background investigations on potential city employee where such an investigation is warranted. The officers of the PS office conduct interviews of all past employers, neighbors to applicants at all prior addresses and applicant references. In addition, contact is made with the city police, county sheriff's office and county clerk's office for every place the applicant has lived, worked, or attended school. Background investigations are labor intensive and require many man hours to adequately vet future employees.

The officers of the PS office are responsible for proctoring the physical fitness test that applicants must pass to be considered for employment.

The officers of the PS office are responsible for conducting pre-employment fingerprinting, uniform and equipment issuing and liaising between the police academy and the recruit to ensure the recruit officer is enrolled and prepared for the academy experience.

The office of PS is the first point of contact for new employees entering the agency.

Use of Force Instruction

The officers of the PS unit maintain instructor status in many Use of Force disciplines and are able to serve as instructors for department personnel when training takes place. The PS unit

provides instruction on Firearms proficiency, Avon gas mask use, OC (pepper spray), Taser, physical Control Tactics and Active Shooter response. With regard to active shooter response, the PS unit currently is able to provide instruction in the State of Illinois certified Active Threat (shooter) training. This is the only state-wide certified AS response at this time. As of this date, there are only 40 certified instructors in the state, and none in the region other than our own.

For the period of 2015-2020, officers of the PS unit have instructed over 1,450 hours of Use of Force instruction. This is in addition to the hours instructed by officers assigned to other commands within the department.

In addition, the officers of PS are responsible for UoF curriculum training syllabuses. The PS unit liaises with the instructor officers assigned throughout the department to complete lesson plans and implement department training.

Civilian Response to Active Shooter

Since 2016 the PS office is able to provide training to local schools, hospitals, businesses and places of worship on response to an active shooter event. In the past, the PS office has liaised with the FBI, federal prosecutors office, other local police agencies and the USDOJ to provide Decatur citizens with skills that improve their survivability in an active shooter event.

In 2016 the PS unit was able to provide survival skills to over 240 Decatur residents.

In 2017 the PS unit was able to provide survival skills to over 120 Decatur residents.

In 2018 the PS unit was able to provide survival skills to over 471 Decatur residents.

In 2019 the PS unit was able to provide survival skills to over 1,306 Decatur residents

In 2020 the PS unit has so far been able to provide survival skills to 35 Decatur Residents. Prior to the COVID pandemic, PS unit was involved in initiating a DPS district-wide active shooter tabletop event to prepare the district response.

Diversity Hiring and Recruiting

Of the 31 applicants that took and passed the NTN test which we will now screen further, 24 are listed as white. 7 are listed as minority.

Of the 132 applicants that did not follow through and take the test, 46 are listed as minority.

1 of 2 that failed the written test are listed as a minority.

4 candidates withdrew and 2 are listed as a minority.

JUST SOME OF THE MANY EVENTS AND CITIZEN ENGAGEMENT

- Town Hall Meetings
- Peace Vigils
- Church Visits
- Know Your Rights Town Hall at the Civic Center
- NAACP Commercial promoting peace
- Positive Policing Talk Radio
- Byers and Company Radio Interviews
- Magic 95 Radio Interviews
- Shop with a Cop at Christmas and Back to School
- Impromptu basketball with kids
- Impromptu Pizza provided by officers in different neighborhoods
- MLKing March
- Boo at the Zoo
- Numerous Coffee with a Cop Events
- Big Truck Day at Durfee School
- Forming of ALERT
- Chief 1 on 1 talks and meetings with concerned citizens
- National Night Out
- Forsyth Celebration Parade
- Warrensburg Corn Festival
- Decatur Celebration Kids Corner
- Razzle Dazzle Parade
- Veterans Parade
- Christmas Parade
- Salvation Army National Charity Drive
- Crime Stoppers Chicken Dinner
- National Business Convention in Forsyth Illinois
- Byers Corporation Kids Festival at the Civic Center
- Safety Awareness for Kids Camp at several churches
- Gun Safety for Children Groups and Schools
- Bullying online Presentations for Schools
- Safety Presentation for several churches, American Legion, Nursing Homes and charity groups
- Fraud Prevention Presentations for several churches, American Legion, Nursing Homes and charity groups
- Active Shooter Presentations for Colleges, ADM/Businesses, Churches, Schools and Colleges
- Crime Stoppers Pancake Breakfast
- Crime Stoppers Meetings

- Recruiting Events at ISU, NIU, University of Chicago, ISU Springfield, Western Illinois University, Indiana State University, University of IL, Eastern IL university, Danville area Community College, Chicago State University and Southern University
- Neighborhood Watch Meetings
- Installing Alarms for Burglarized Businesses
- Security Surveys for Businesses
- Elderly Service Officer Presentations and CHELP meetings
- Look, Stop and Lock Program and presentations for the City of Decatur to curtail and lower Car and Home Burglaries
- Reading program at Boys and Girls Club
- Reading program at South Shores School
- Breakfast with the kids at several schools
- Attended meet a cop at Decatur Museum numerous times
- Attended various CONO events and brought squad car for meet and greet
- Facebook liaison to neighborhood community groups
- Liaison to Tech Academy and Decatur Leadership Institute (DLI)
- Handing out candy at the Boys and Girls club
- Trick or Trunk at several Churches

The Washington Post

National

Major U.S. cities, gripped with crisis, now face spike in deadly shootings, including of children

By Mark Berman ,
Shayna Jacobs ,
Ben Guarino and
Mark Guarino
July 6

As the nation faces a pandemic, financial catastrophe and massive social justice protests, it is suddenly also confronting a spike in violence in some of its major cities.

Tragedies struck in urban centers thousands of miles apart, with 65 people shot over the weekend in New York and 87 in Chicago, and homicides climbing from Miami to Milwaukee. Though the summer months in the United States often augur more violence, the recent toll has been particularly devastating in communities where the victims included young children.

"You shot and killed a baby," Atlanta Mayor Keisha Lance Bottoms (D) said at a news conference after Secoria Turner, an 8-year-old, was killed during the holiday weekend. The young girl was fatally shot while riding in a car with her mother Saturday night, at a time when revelers and demonstrators across the country were marking the Fourth of July with celebration and protest.

That same night, 11-year-old Davon McNeal was at an anti-violence cookout in Washington, D.C., when bullets struck him. In Chicago, 7-year-old Natalia Wallace was outside her family's house during a holiday gathering as the shooting began. Both children were killed.

The burst of bloodshed came at a particularly fraught time in the nation's relationship with its police forces, amid waves of demonstrations decrying police tactics, brutality and racism following the death of George Floyd while in custody in Minneapolis in late May. In the upheaval since, police have been facing calls for their departments to be defunded and their operations to be stripped down, putting them on the defensive as they have been at the center of a political and social tempest.

In New York, where police officials have bristled in the face of criticism, Chief Terence Monahan described the Fourth of July holiday as "one of the most violent weekends we've had in recent history" and called June record-setting.

"This is a tough summer," Monahan said at a briefing about crime statistics Monday. "It's quite obvious a lot of people are walking around with guns."

Some law enforcement officials and their political allies have sought to link the recent violence with anti-brutality protests. On Monday, Republican National Committee Chair Ronna McDaniel said on Fox News that the demonstrations have "now led to a lot of violence continuing to happen across this country. It's sad to me that we're not hearing Democrats talk about the seven children that were killed this past weekend, most of them African American. We're not hearing about things that are happening across this country as the violence continues to spread out of control."

The confluence of pandemic, social justice protests and violence was perhaps nowhere more stark than in Atlanta, where a wave of activism resurged after a police officer shot and killed Rayshard Brooks on June 12 next to a Wendy's restaurant on University Avenue. The location had become the center of protests and block parties, with police keeping a hands-off approach as it became a gathering spot.

On Monday morning, officers were there cleaning off the memorials and tents that had been erected, reflecting the changed environment since an 8-year-old girl was struck and killed by gunfire across the street Saturday night.

In total, Atlanta saw more than 20 injuries and five killings over the July Fourth holiday weekend, while the Georgia Department of Public Safety headquarters was vandalized. Gov. Brian Kemp (R) on Monday declared a state of emergency and ordered up to 1,000 Georgia National Guard troops to defend state buildings.

Gerald Griggs, vice president of the Atlanta NAACP and a lawyer, blamed police for much of the recent crime, suggesting they have not been doing enough.

"A lot of the onus for the violence falls right at the feet of law enforcement," he said. "There are certain elements in our community that don't take a break when the police take a break. You're sworn to protect and defend, but when there are a few rogue [police] being held accountable you decide to shirk your responsibility? That speaks volumes about why people were protesting to begin with."

Though experts caution about putting too much stock in a small sampling of crime data — with the pandemic providing an unprecedented variable — so far the crime statistics show a worrying toll in some of the country's most densely populated regions.

Halfway through the year, some city police departments have found an increase in homicides compared with the same period of 2019, while reports of other crimes fluctuated across cities.

Atlanta's police said there have been 50 homicides there through late June, up from 46 the previous year. Rapes, robberies, burglaries and larcenies all declined by double-digit percentages, police said, while aggravated assaults increased slightly.

Other cities have similarly seen reports of some violent crimes increase as others have fallen. In Philadelphia, police reported 210 homicides through Sunday night, up from 165 over that date a year earlier. They also said shootings and shooting victims went up while reports of rapes and robberies declined.

The Miami-Dade Police Department reported an increase in homicides through late June — up to 46 from 36 at that point last year — along with more aggravated assaults and fewer reports of sex offenses, robberies and burglaries. In Los Angeles, police data through mid-June showed that homicides rose slightly to 119 from 113, while reports of rape and robbery both fell.

In Chicago, a city where gun violence surged in 2016 and has declined in the years since, homicides and shooting victims both went up in the first half of 2020 over last year. By the start of July, the city had at least 329 homicides and more than 1,600 shooting victims.

Over the Fourth of July weekend, children were the most prominent victims of gun violence, as had been the case during the two prior weekends. They ranged in age from as young as 20 months to 14 years old. None were intended targets, but all were in what wound up being the wrong place at the wrong time, said David Brown, Chicago's police superintendent.

"We cannot allow this to be normalized in this city," Brown said Monday. "We cannot get used to hearing about children being gunned down in Chicago every weekend."

There were 87 shooting victims over the holiday weekend and 17 people were slain, Brown said. Two of those killed were children, both on Saturday, as the nation celebrated its independence.

Brown blamed a host of ills for the resurgent violence, saying that sentences are not long enough for gun crimes and that courts have been letting people back onto the streets too soon after they commit crimes.

"We must keep violent offenders in jail longer," said Brown, who took over the police department earlier this year.

The Rev. Ira Acree, of Greater St. John Bible Church on the West Side, said, "People are just overwhelmed right now." Acree gave the eulogy Friday for 13-year-old Amaria Jones, who was fatally shot on Father's Day weekend.

Aysha Butler, a community organizer on the South Side, said she believes the way to curb the violence is to confront systemic racism.

"In every single system we have an attack on poor communities," she said. "You push these people so down underneath this world that when they react, it is vengeance and no one is safe."

Children were killed in several cities over the weekend. In the District, 11-year-old Davon McNeal was joining his mother — who works as a "violence interrupter" for the city — at a cookout meant to build community trust when men began shooting in a nearby street.

In Hoover, Ala., police said an argument Friday at a shopping mall between a 22-year-old from Birmingham and a "group of males" turned deadly when the two sides pulled out guns and began firing at each other. No one involved in the argument was hurt, authorities said. But their bullets killed an 8-year-old boy and injured three other people, police said.

"Every homicide is a tragedy," said Richard Berk, a professor of statistics and criminology at the University of Pennsylvania. "It particularly is a tragedy when you see these kids get shot."

Berk said the uptick in violence raises questions about how policing practices might be able to change amid the protests, saying it could be necessary for some give-and-take between what protesters and police both want to see as the result.

"This focus on increases or decreases, it misses the fundamental point," Berk said. "Whatever the change is, there's just too many damn people getting killed."

At a crime statistics briefing at New York police headquarters Monday, Monahan said his officers are afraid to carry out arrests now because of a new law passed amid the recent protests making it a misdemeanor for them to apply pressure to someone's back or chest while taking someone into custody.

Monahan also laid out grim figures of recent violence: 11 homicides over the Fourth of July weekend. Last month, there was a 130 percent increase in shooting incidents citywide — with 205 — compared with June 2019, during which there were 89, according to department statistics. Monahan said all of the murder victims in June and so far in July were part of minority communities.

In Minneapolis, where officials say they have faced an unprecedented surge of violence since Floyd's death on May 25, a 7-year-old boy was shot outside a neighborhood market during a drive-by-shooting in North Minneapolis, just blocks from where a youth football team narrowly escaped injury during a shootout on June 22 in the city park where they were practicing.

On Sunday night, a woman who was five months pregnant was shot while inside her car a block from the South Minneapolis memorial marking the spot where Floyd died.

Relatives and friends identified her as Laneesha Columbus, 27, a mother of two. She was rushed to the Hennepin County Medical Center, where doctors were able to deliver her daughter, who was placed in a neonatal intensive care unit. Columbus was later pronounced dead, according to police. The baby remained in intensive care Monday.

Jacobs and Ben Guarino reported from New York, and Mark Guarino reported from Chicago. Holly Bailey in Minneapolis and Haisten Willis in Atlanta contributed to this report.

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